

ACTIVITY REPORT

**ON THE SAFEGUARDING
OF CHILDREN AND
YOUNG PEOPLE**

2023-2024 SEASON



FC BARCELONA



FC BARCELONA



**BARÇA
FOUNDATION**

**ACTIVITY REPORT ON THE
SAFEGUARDING OF CHILDREN
AND YOUNG PEOPLE**
2023-2024 SEASON



EDITING

Futbol Club Barcelona
Av. de Aristides Maillol, s/n 08028 Barcelona

PHOTOGRAPHS

© Futbol Club Barcelona

GRAPHIC DESIGN AND LAYOUT

Eleven Adworks

Copyright of this edition:

Futbol Club Barcelona, Barcelona 2024

December 2024

Reproduction, in whole or in part, is permitted provided
the source is cited.

CONTENTS

Institutional Introduction from the President of FC Barcelona	5
1 Introduction	7
2 Activities Implemented	8
2.1 Training Activities	8
2.2 Coordination Activities	16
2.3 Activities to Raise Awareness Among Children and Young People	17
2.4 Activities to Raise Awareness Among Families and Legal Guardians	19
2.5 Activities to Raise Awareness Among Society in General	20
2.6 Other Relevant Activities	20
3 Situation Detected	22
4 Achievements and Future Challenges	26
 ANNEX 1: Activities to Raise Awareness Among Society in General	 30
ANNEX 2: Participation in Forums and Congresses	33



INSTITUTIONAL INTRODUCTION FROM THE PRESIDENT OF FC BARCELONA

FC Barcelona and the FC Barcelona Foundation promote safe and protective environments within all projects and activities involving the participation of children and young people.

It is an honour to be able to present this latest report on the second year of the FC Barcelona Child Safeguarding System's implementation to showcase the work and actions carried out last season. However, just as you can never rest on your laurels following a season of sporting success, we still need to keep working hard and putting all our energy into making advances in Child Safeguarding, where we have an even greater responsibility.

The results in this report therefore not only reflect the progress made so far but, crucially, also lay the foundations for the work still to be done on this important issue to prevent any type of abuse within our club and, where necessary, be prepared to effectively identify potential cases and support those children affected.

I would like to congratulate and thank all the Safeguarding Delegates and Coaches, as well as the Compliance Department, the Foundation and experts from the Espirales Consultoría de Infancia organisation, who have been advising us over the course of many years to help make the pioneering FC Barcelona Child Safeguarding System the benchmark it is among European sports clubs today.



Joan Laporta i Estruch
President of FC Barcelona



1. INTRODUCTION

FC Barcelona and the **FC Barcelona Foundation** remain steadfast in their decades-long commitment to respecting the rights of children and young people. This second annual report demonstrates their commitment to the wellbeing and safeguarding of the children and young people who participate in their activities, in an area of work aligned with the principles of transparency and accountability that characterise a rights-based approach.

The **FC Barcelona and FC Barcelona Foundation Child Safeguarding System** tools approved in 2022 continue to be applied as part of the club's daily activities, as well as forming the basis of the training provided to its professionals. They are also published on the specific Child Safeguarding page of the website so that they are available to all teams and the general public:



<https://www.fcbarcelona.com/en/club/child-safeguarding>

- ▶ Child Safeguarding Policy
- ▶ Guide to the Child Safeguarding System
- ▶ Action Protocol
- ▶ Risk Mapping and Protective Measures
- ▶ Child Safeguarding Roles and Responsibilities
- ▶ Selection and Hiring Standards
- ▶ Code of Conduct
- ▶ Guide to Best Practices in Travel with Children and Young People

This report documents the activities implemented to safeguard children and young people during the 2023-2024 season and is set out in line with the **Activity Report on the Safeguarding of Children and Young People for the 2022-2023 season** to allow for comparison. Following the same format, it lists the activities implemented, situation detected and results achieved during the season, as well as highlighting future challenges to be addressed.

2. ACTIVITIES IMPLEMENTED

2.1. TRAINING ACTIVITIES

2.1.1. FC Barcelona Training Activities

Training activities continued to be prioritised by the Safeguarding Committee and working group during the 2023-2024 season. Training and awareness-raising activities were conducted throughout the season to train the professional teams in line with this model. As can be seen from the table below, we are happy to report that Safeguarding Delegates and Coaches were again in place across all teams for this second season, giving the children and young people involved in FC Barcelona activities access to designated, trained personnel within their activities and spaces to ensure their protection and wellbeing.

In line with FC Barcelona's firm commitment to ongoing training, the professional teams benefitted from a fruitful series of training activities. As is becoming the norm, sessions were delivered in a variety of formats (in-person, online and hybrid), with the level and length of the courses tailored according to the responsibilities of each group. Practical case studies were also included in the sessions this season to resolve common issues and consolidate good safeguarding practices.



PROGRAM	GENDER		TOTAL NO. CHILDREN & YOUNG PEOPLE	CHILDREN & YOUNG EOPL E WITH ACCESS TO SAFEGUARDING REPRESENTATIVES	TOTAL NO. PROFESSIONALS IN TEAM	TOTAL NO. PROFESSIONALS TRAINED IN SAFEGUARDING	CHILDREN & YOUNG PEOPLE WITH ACCESS TO AT LEAST ONE SAFEGUARDING REPRESENTATIVE WHO HAS RECEIVED INTERNAL TRAINING DURING THE 2023-2024 SEASON	TOTAL NO. SAFEGUARDING DELEGATES	TOTAL NO. SAFEGUARDING COACHES
	MALE	FEMALE							
FOOTBALL AND PROFESSIONAL SECTIONS									
Football Training	X		249	249	68	61	100%	3	15
Women’s Football		X	118	118	30	24	100%	2	7
Basketball	X		76	76	15	13	100%	2	3
Handball	X		88	88	25	19	100%	1	6
Futsal	X		52	52	13	11	100%	1	6
Roller Hockey	X		30	30	16	10	100%	1	1
MEDICAL SERVICES									
Medical services	X	X	(a)	(a)	87	40	(a)	(a)	(a)
AMATEUR SPORTS									
Amateur Sports	X	X	520	520	110	77	100%	3	8
BARÇA ACADEMY									
Barça Football Academy	X	X	360	360	59	48	100%	1	5
Barça Basketball Academy	X	X	145	145	11	7	100%	1	1
Barça Futsal Academy	X	X	144	144	11	8	100%	1	1
Barça Development Academy Catalunya	X	X	325	325	40	30	100%	1	4
Barça Academy Pro New York	X	X	429	429	20	20	100%	1	6
Barça Academy Pro Miami	X	X	398	398	20	20	100%	1	5
“LA MASIA” ACADEMY RESIDENCE									
Management and admin. personnel	X	X	111	111	7	7	100%	(b)	2
Educational support personnel and tutors	X	X	(b)	(b)	20	20	100%	(b)	(b)
PERSONNEL FROM NON-SPORTS AREAS									
Assets and Maintenance Area	-	-	(c)	(c)	11	11	(c)	(c)	(c)
Security Area	-	-	(c)	(c)	7	7	(c)	(c)	(c)
Facilities and HR management Area (permanent seasonal staff)	-	-	(c)	(c)	60	55	(c)	(c)	(c)
Communications, Barça Identity and Barça Produccions S.L. Area	-	-	(c)	(c)	122	75	(c)	(c)	(c)
TOTAL	X	X	2.934 (D)	2.934 (D)	752	563	100%	19	70

- (a) **Medical services** (medical, nursing and physiotherapy) care for the children and young people in the football teams and professional sections but are not assigned specific safeguarding representatives, as these are assigned within the sports activities themselves. However, although there is no specific representative for the children and young people, a designated representative has been appointed for the professionals and partners operating in this area.
- (b) **The La Masia Residence** not only cares for the academy's residents but is also responsible for providing tutoring and support services to all the children and young people in the football teams and professional sections. To avoid any overlap, the safeguarding structure is assigned from within the different sports teams. However, two safeguarding coaches have also been appointed for the daily support of children and young people living onsite within the residence facilities, as well as another for all the professionals who provide services in the said facility.
- (c) **The professionals working in the club's non-sporting areas** do not have any direct responsibility for the children and young people as part of their daily duties but do have occasional contact. As such, all have received relevant training and the Safeguarding Committee has been established as their direct representative, in direct contact with the Compliance Area.
- (d) **Only individual children and young people have been included in the data**, with no repetition across programs (all La Masia residents have been included within their corresponding sports).

A new training initiative has been introduced for the 2023-2024 season focused on training (in person, online or hybrid) the external teams that provide services within the facilities where children and young people participate in activities. Specifically, training has been conducted with professionals from cleaning, maintenance, security and grounds maintenance companies. Their watchful eye, set apart from the sporting dynamics, can potentially help identify relevant risk Situations, while it is also important for them to be up to speed with and to implement the tools of the FC Barcelona Child Safeguarding System. The following specific training sessions have been conducted:

SAFEGUARDING SYSTEM TRAINING FOR EXTERNAL PERSONNEL			
Service Type	No. Professionals Delivering Service	No. Sessions	No. Professionals Trained
Cleaning	21	2	21
Security	31	2	31
Maintenance	12	2	10
Total	64	-	62

2.1.2 Training Activities Conducted by FC Barcelona Barça Academy Partners

One of the objectives set for the 2023-2024 season was, in partnership with their managing entities, to expand the training program to the Barça Academies in three other countries. The first step was to translate the Child Safeguarding System tools into English and French, adapting the terminology to good practices in those languages. As a result, a series of materials was sent out to the various partners, which initially served to raise awareness about the need for these processes and were used as reference materials for the training sessions.



<https://www.fcbarcelona.com/en/club/child-safeguarding>



<https://www.fcbarcelona.fr/fr/club/protection-enfance>

As such, FC Barcelona has, in collaboration with its partners, managed the implementation of in-person training sessions on child safeguarding conducted by external experts in the local countries, thereby achieving its objectives in four countries, as illustrated in the table below. The general aim of the training provided was to help participants understand the concept of violence according to the latest developments in child and adolescent psychology and children's rights and provide them with tools to incorporate into their activities involving children and young people to prevent, detect and intervene in abuse-related situation within the framework of safe sports practices and the FC Barcelona Child Safeguarding System. Despite a diverse range of social, cultural and legal contexts, the universal commitment to assuring the wellbeing of the various groups of young athletes was evident and further reinforced by the new tools made available to the coaching and managerial teams. This action was implemented in the following specific Barça Academies during the 2023-2024 season:



SAFEGUARDING SYSTEM TRAINING AT BARÇA ACADEMIES					
Country	Seminar City	Counterpart Entity	No. People	No. CYPs Benefitting	Date
Morocco	Rabat	Camino Deporte SARL	22	600	April 2024
Kyrgyzstan	Jalalabad	Jalgroup Asia	25	400	May 2024
Switzerland	Zurich	Sport Academy Pro GmbH	6	100	May-June 2024
Japan	Nara (a)	Amazing Sports Lab Japan	12	2.000	June 2024
TOTAL:			65	3.100	

- (a) Includes participants from the Barça Academies based in Nara, Katsushika, Yokohama, Fukuoka, Hiroshima and Aichi in Japan, with personnel from the same partner.



2.1.3 FC Barcelona Foundation Training Activities

13

The FC Barcelona Foundation conducted both in-person and online training activities with its counterparts in Catalonia and one other organisation outside the country. As part of the FC Barcelona Foundation's ongoing commitment to its international projects, the rest of the entities in Catalonia and in other countries had already received training and information during the 2022-2023 season. As such, these entities were supported with ongoing follow-ups during the 2023-2024 season. A total of 83 professionals took part in these skills-building training sessions, thereby serving to increase the levels of safeguarding for 1,529 children and young people. The following specific training sessions were conducted:

SAFEGUARDING SYSTEM TRAINING FOR FOUNDATION COUNTERPARTS					
Country	Seminar City	Counterpart Entity	No. People	No. CYPs Benefitting	Date
GREECE	Athens	Organization Earth & CHEERing	18	477	October 2023
TOTAL:			18	477	
FORMACIÓ EN EL SISTEMA DE PROTECCIÓ – PROJECTES EN NOM PROPI					
Country	Project	Entity	No. People	No. CYPs Benefitting	Date
Spain/ Catalonia	Barça Activa't	Eduvic, Consell Comarca Anoia, Consell Comarcal Pla de l'Estany, Viu Emocions	35	541	September 2023
Spain/ Catalonia	Made to play	Eduvic, Mans a les mans	8	288	September 2023
Spain/ Catalonia	Esportivament	Sport 2 Live, Fundació Vidal i Barraquer	5	106	September 2023
Spain/ Catalonia	Robot Pol & Joyce	Volunteers	17	117	September 2023
TOTAL:			65	1.052	

Note: The total number of training seminar participants is reflected, rather than just the personnel directly linked to each project, given that other relevant local agents were also invited to further extend the reach of the child safeguarding strategy.



General institutional-level awareness-raising training sessions similar to those conducted at FC Barcelona were also carried out for all FC Barcelona Foundation management, administration and communication personnel.

SAFEGUARDING SYSTEM TRAINING FOR INTERNAL AND EXTERNAL PERSONNEL			
Personnel Category	No. Professionals Delivering Service	No. Sessions	No. Professionals Trained
In-house management and admin. personnel	20	1	18
External communications personnel	6	1	6
TOTAL:			24

In order to support its collaborating entities, the FC Barcelona Foundation also worked alongside a number of counterparts to review their child safeguarding systems as part of the now regular practice of requesting information about their child safeguarding policies to verify their alignment with the FC Barcelona Foundation's Safeguarding System, collecting the contact details of the project's relevant safeguarding personnel and, where possible, checking the safeguarding circuits and routes in force within the sphere of each project.

SAFEGUARDING SYSTEM REVIEW OF COUNTERPART IMPLEMENTING ENTITIES Start date in the 2022-2023 season and follow-up in the 2023-2024 season		
Country	Implementing Entity	Start Date
Greece	Organization Earth	October 2022
Greece	CHEERing	October 2022
Colombia	Save the Children Colombia	November 2022
Mexico	Fondo para la paz	November 2022
Dominican Republic	Save the Children República Dominicana	November 2022
Peru	World Vision Perú	November 2022
Chile	Paicabi	May 2023
Colombia	World Vision Colombia	May 2023

SAFEGUARDING SYSTEM REVIEW OF COUNTERPART IMPLEMENTING ENTITIES Start date in the 2023-2024 season		
Country	Implementing Entity	Start Date
Malaysia	Dignity for children (ACNUR)	October 2023
Uganda	Alight (ACNUR)	October 2023
Senegal	Association de Lutte contre la Vulnérabilité et l'Exclusion Sociale (LVES)	April 2024

SAFEGUARDING SYSTEM REVIEW OF OTHER PARTNERS (*)		
Country	Implementing Entity	Start Date
Spain/Catalonia	Catalonia Red Cross	April 2024
Spain/Catalonia	Gasol Foundation	April 2024

(*) Non-profit entities with which the FC Barcelona Foundation enters into occasional partnerships to implement specific, time-limited actions.

2.2. COORDINATION ACTIVITIES

Coordination activities, as included in the 2022-2023 activity report, consist of internal actions implemented to agree on areas of work, discuss and approve proposals and take the necessary steps to achieve the different objectives.

In accordance with the safeguarding structure defined in the FC Barcelona and FC Barcelona Foundation Child Safeguarding Policy, a Safeguarding Committee has been set up to support the Safeguarding Delegates in handling any relevant safeguarding cases, as well as manage the assessment and monitoring of the implementation of the Child Safeguarding Policy to ensure the Club's transparency and accountability principles are upheld.

The **Safeguarding Committee** held **quarterly meetings** during the 2023-2024 season (July 2023, October 2023, February 2024 and May 2024) to address a range of strategic issues, such as the appointment of Safeguarding Delegates and Safeguarding Coaches for the 2023-2024 season, updating the action plan on training and awareness-raising for professional teams and the organisation of workshops for children and young people, as well as other more practical issues, such as establishing guidelines for monitoring the collection of background check certificates from the Central Registry of Sex Offenders and Human Trafficking and for coordinating and supervising the correct application of the Action Protocol.

These meetings continued the work of implementing the Child Safeguarding System, updating the team of designated personnel who form part of the structure of the Child Safeguarding System and its different representatives for the 2023-2024 season and ensuring that all groups have access to a trained representative specifically appointed for this purpose.

Working sessions were also organised for all the Safeguarding Delegates (in October 2023, January 2024 and June 2024). Following the methodology developed in the 2022-2023 season, coordination-related elements (monitoring of training sessions with different groups, internal organisation of communications) were combined with training sessions (in particular, on the Code of Conduct for professionals). These meetings help to consolidate the culture of comprehensive protection for the children and young people participating in FC Barcelona and FC Barcelona Foundation activities, ensuring that all Safeguarding Delegates carry out their roles appropriately and coordinate effectively with the Safeguarding Committee regarding any potential safeguarding situations.

Finally, as established good practice, all Safeguarding Delegates had access to coordination sessions related to their relevant roles (collection of official sexual offenses background check certificates and their equivalent; communications; organisation of training and awareness-raising activities).



2.3. ACTIVITIES TO RAISE AWARENESS AMONG CHILDREN AND YOUNG PEOPLE

Within the framework of the systematic implementation of activities to raise awareness among children and young people, FC Barcelona has continued to be supported in carrying out these activities during the 2023-2024 season by entities and professionals with extensive experience in their respective fields (the Vicky Bernadet Foundation, SEER Emocional, the Mossos d'Esquadra police force, Dr Raquel Tulleuda) in order to ensure the quality of the content and the putting in place of innovative dynamics.

This season, in addition to running the workshops, work on developing a three-year awareness-raising activity action plan has begun to ensure that all the children and young people associated with FC Barcelona participate in the different activities organised during their time with the Club, with the focus on a specific alternating awareness-raising topic during each season.

WORKSHOPS FOR CHILDREN AND YOUNG PEOPLE			
Subject	Group	No. Sessions	No. CYPs
Prevention of child sexual abuse	Barça Futsal Academy	8	152
	Basketball	4	79
	Women's Football	5	108
	Field Hockey	7	163
	Roller Hockey	2	21
Coexistence and prevention of bullying and other violence	La Masia	24	111
Internet safety	Futsal	2	37
	Football	3	106
	Handball	2	72
Emotional-sexual education	La Masia	5	111(a)
TOTAL:			965 (a)

- (a) Some of the young residents of La Masia also participated in the sessions run for their corresponding teams and, as such the final number reflects the total number of participants in each session, with overlaps in some cases.

2.4. ACTIVITIES TO RAISE AWARENESS AMONG FAMILIES AND LEGAL GUARDIANS

Based on the experience of the workshop held in the 2022-2023 season to raise awareness about child sexual abuse prevention, an in-person informative, awareness-raising session was planned for the 2023-2024 season to explain the FC Barcelona Child Safeguarding System and its scope, as well as an exhibition about the different forms of abuse and the main forms being addressed (bullying, child sexual abuse, gender violence, technology-based abuse).

This initiative proved extremely positive, attracting a high turnout and positive feedback from the families that attended. However, participation levels were still far short of the desired target, despite 80 families from the Barça Football Academy attending - double the number that participated in the activity held during the 2022-2023 season.

FC Barcelona will continue to make efforts to engage families with this subject, given that their involvement is so fundamental to the safeguarding of children and young people.



2.5. ACTIVITIES TO RAISE AWARENESS AMONG SOCIETY IN GENERAL

FC Barcelona and the FC Barcelona Foundation remain resolute in their commitment to improving the lives of children and young people throughout society. As such, the Child Safeguarding System is still available to download for free online which, as of this season, is now also available in English and French as well as Spanish and Catalan, with the idea of encouraging other sporting, educational and social entities - and society at large - to consciously and systematically address the wellbeing of children and young people.



<https://www.fcbarcelona.com/en/club/child-safeguarding>

To that end, in December 2023 the President of FC Barcelona publicly presented the **First Activity Report on the FC Barcelona and FC Barcelona Foundation Safeguarding System** or the 2022-2023 season, in an event held in the Club's 1899 Auditorium and attended by more than 150 people and media representatives.

In line with other ongoing actions, several successful social media communications campaigns were also conducted (see Annex 1).

2.6. OTHER RELEVANT ACTIVITIES

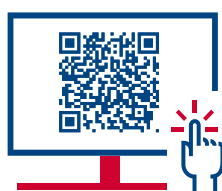
The safeguarding of children and young people in sport generates a lot of interest both in sports organisations and society in general. Due to the innovative nature of the FC Barcelona and FC Barcelona Foundation Child Safeguarding System, various invitations were accepted to present the model at different forums and congresses (see Annex 2). Disseminating this model encourages other entities, both sporting and non-sporting, as well as society in general to develop and implement their own protection mechanisms for children and adolescents, increasing the social impact of FC Barcelona and the FC Barcelona Foundation.

A Conference on Child Sexual Abuse was organised with the support of the Vall d'Hebron University Hospital's Child Abuse Care Unit (EMMA team) in Barcelona to provide training and specific knowledge to professionals in contact with children and young people (sports personnel, doctors, auxiliaries, educators and monitors).

Additionally, a representative from the Child Safeguarding team was selected to be an active member of the European Council and European Union's "Pool of International Experts on Safe Sport" and participated in various activities organised within this framework during the 2023-2024 season.



These actions are not only a recognition of what has been achieved, but also serve to inspire an ongoing long-term process of continuous improvement through other good practices.



**POOL OF INTERNATIONAL
EXPERTS ON SAFE SPORT**
[https://pjp-eu.coe.int/en/
web/pss/experts](https://pjp-eu.coe.int/en/web/pss/experts)

3. SITUATION DETECTED

The procedures for detection and reporting to the Safeguarding Committee and competent authority notification process are described in the Action Protocol. The table below shows the key data for the 2023-2024 season.

Situation Type	Situation detected (1)	Children and young people affected by the Situation (2)	Children and young people affected by the Situation (3)	Situation reported (4)	Ongoing situation (5)	Resolved situation (6)
Situation 1 – Vulnerability	3	1	1	2 (7)	0	3
Situation 2 – Peer Conflict	3	3	8	0 (8)	0	3
Situations 3 and 4 – Situations of violence perpetrated by personnel from the organisation	0	0	0	0	0	0
Situations 5 and 6 – Situations of violence perpetrated by children or young people associated with the organisation	3	4	9	2	1	2
Situations 7 and 8 – Situations of violence perpetrated by people outside the organisation	6	6	>11	5	0	6

- (1) Total number of situation detected (and reported to the safeguarding representatives and Safeguarding Committee, as set out in the Child Safeguarding Protocol).
- (2) Total number of children and young people directly affected by the Situation .
- (3) Total number of children and young people affected by the Situation (as victims, witnesses or, in the case of Situation 5 and 6, perpetrators of the Situation).
- (4) Number of situation reported to the competent authorities.
- (5) Number of ongoing situation pending the competent authorities taking charge of the corresponding procedures.
- (6) Number of situation for which the competent authorities have initiated the necessary procedures and the children or young people are now being monitored through official channels, aside from the support received by FC Barcelona or the FC Barcelona Foundation.
- (7) As detailed in the Action Protocol, vulnerability situation are typically addressed according to educational and inclusion guidelines implemented by the coaching, sports and educational teams themselves. The Safeguarding Committee may intervene at the request of said teams when a vulnerability Situation calls for the corresponding social services to be advised.
- (8) As detailed in the Action Protocol, peer conflict situation are typically addressed according to educational and inclusion tools implemented by the coaching, sports and educational teams themselves. If these conflicts trigger abuse situation involving children and young people associated with the organisation, Situation 5 and 6 should be activated.

Situation 1 – Vulnerability is defined in the Action Protocol as “a Situation in which children and young people have certain characteristics that are socially construed as an inequality or disadvantage” and is addressed through educational measures to prevent escalation that results in the violation of rights. As such, the coaching teams manage most situations themselves, without the need to refer to official authorities. The Safeguarding Committee is, of course, also on hand to guide and advise the coaching teams, as occurred on **three occasions** during the 2023-2024 season, providing advice on key elements to ensure wellbeing in these situations. Aside from these incidents, numerous queries were also fielded regarding more general aspects related to the children and young people’s mental health, which are common causes for concern. As such, the development of a comprehensive approach to Child and Adolescent Mental Health within the framework of legal competences has been included as part of the FC Barcelona and FC Barcelona Foundation portfolio of activities for the 2024-2025 season.

Situation 2 – Peer Conflict is managed in the same way as in the previous Situation. The coaching, sports, educational and social teams are responsible for resolving routine conflicts between children and young people, preventing the situation from escalating into violence. The Safeguarding Committee has advised on and monitored three such cases, providing guidance to successfully prevent conflicts from generating more serious problems.

Situation 3 and 4 – Suspicion (3) or evidence (4) of abuse of a child or young person or violation of their rights by a person with a professional or similar association with the entity would be treated as a very serious matter, as it would imply the professional’s breach of their duty to ensure the wellbeing of the children or young people in their care. As in the previous season, no procedures have been initiated for this type of Situation during this period, although problematic situations have arisen, in particular regarding the application of the Code of Conduct, which have been addressed both through specific



training sessions organised for the Safeguarding Delegates and specific guidelines for the teams concerned.

Situation 5 and 6 – Suspicion (5) or evidence (6) of violence against a child or young person or a violation of their rights by another child or young person within the entity

reflect both the detection and intervention of such incidents when they occur, where it has not been possible to fully prevent or avoid them within the activities of FC Barcelona and the FC Barcelona Foundation. **Three separate incidents** were identified in this context, affecting four children or young people and involving a total of nine children or young people. In two of the cases, all steps outlined in the **Action Protocol**, were followed, including notifying Social Services. However, in another case, detected during a very short activity with no possibility for follow-up, the decision was made to inform all the families involved so they could take the necessary action. They were offered support through the FC Barcelona and FC Barcelona Foundation Child Safeguarding System but chose to implement their own measures. Another case was identified at the end of the 2023-2024 season for which the relevant intervention will proceed during the 2024-2025 season. In these Situations, the coaching teams are increasingly skilled in taking a firm stance against any form of violence within the groups of children and young people and in supporting all those affected by such situations.

Situation 7 and 8 – The majority of instances (six in total) in which the Action Protocol has been activated have been related to suspicion (7) or evidence (8) of violence against a child or young person or violation of their rights by someone outside the organisation.

As in the previous season, when the activities of FC Barcelona and the FC Barcelona Foundation are perceived as safe and protective environments, the children, young people and their families turn to their safeguarding representatives to seek and receive help regarding situations that have occurred in their family or school context, on the street or via social media. In five of these cases, all the actions set out in the Action Protocol were implemented, with the competent authorities notified and the necessary support provided to each child or young person and their families, maintaining the utmost discretion to ensure that no details of their private life were revealed to their core group. In one case, however, a change in the situation following the initiation of the procedure led to the family deciding not to take any official action to avoid further harming the child or adolescent.

It is a satisfying to once again see the commitment from the authorities contacted (social services, law enforcement forces and bodies) and from other entities with children and adolescents in their care (schools, sports organisations...), who have effectively facilitated communication and managed the activation of the appropriate procedures. FC Barcelona and the FC Barcelona Foundation would like to express their gratitude to all the institutions contacted for their help in resolving these situations and ensuring the wellbeing of all the children and young people affected in one way or another.



4. ACHIEVEMENTS AND FUTURE CHALLENGES

The data collected during the 2023-2024 season highlights the reinforcement of best practices in the key areas of FC Barcelona and the FC Barcelona Foundation, along with the introduction of new initiatives. Additionally, several areas for further improvement have been identified, which will be developed in line with the Club's core values of humility and effort.

**TRAINING****COORDINATION****AWARENESS****ACTIONS**

During the 2023-2024 season, a significant portion of efforts made were dedicated to **training**, maintaining the standards established in the previous season:

- FC Barcelona conducted training activities to ensure that the majority of its professionals across all areas of direct management received the appropriate training for their level or refresher courses for those already working in child safeguarding. As a result, 100% of the children and young people had immediate access to safeguarding representatives within their projects and activities. The goal for next season is to maintain this level by organising regular training sessions for Safeguarding Delegates, Coaches and other personnel, both new and existing, with a focus on the most relevant issues identified by the teams.
- As planned in the previous season, to facilitate international training for both FC Barcelona and the FC Barcelona Foundation, the Child Safeguarding System tools were translated and published in English and French. These are now available on the respective websites for partners, counterparts and any other sports, educational or social entities wishing to use them as a reference. A number of specific documents were also translated into local languages (e.g., Japanese) for certain training sessions.
- FC Barcelona continued its work to integrate the Child Safeguarding System into the Barça Academies, expanding to four new countries (Morocco, Kyrgyzstan, Switzerland and Japan). The goal is to add at least one more partner during the 2024-25 season, as well as reinforcing the safeguarding structure and training of every professional in direct contact with children and young people at the Barça Academies in New York and Miami.

- Both FC Barcelona and the FC Barcelona Foundation expanded their training programs to include personnel without direct responsibility for children and young people (those working at the “La Masia” residence and in other non-sporting areas, such as assets, maintenance, security, management, communications and cleaning services). It is essential for all professionals to possess the skills needed to interact appropriately with young people on a daily basis and be able to recognise and report any risk situations they may observe in the workplace. This area of work will continue to be developed in the coming season.
- The FC Barcelona Foundation has continued to provide training on the Child Safeguarding System to its counterparts, both in Foundation-supported projects (in Greece) and in its own projects managed by counterparts in Catalonia, as well as supporting entities in reviewing and updating their own systems, while introducing the relevant processes in three new countries: Malaysia, Senegal and Uganda. Monitoring of current counterparts will continue next season, with plans to further expand the training program to five more countries.

In the area of **coordination**, the effective practices and positive outcomes achieved in the previous season were maintained this year:

- The FC Barcelona and FC Barcelona Foundation Safeguarding Committee continued to hold regular quarterly meetings, alongside specific consultations on individual cases as they arose. These meetings are set to continue in a similar format, following the established schedule for the 2024-2025 season.
- Coordination sessions were also held with the Safeguarding Delegates, as well as training seminars for Safeguarding Coaches. These sessions continued to foster the institutional culture of care towards both the children and young people and those who safeguard their wellbeing on a daily basis. These coordination activities will continue to be prioritised in the coming season.



- An Activity Report on the Safeguarding of Children and Young People for the 2022-2023 season was produced. This report helped to assess the progress of the project, update all stakeholders and promote transparency for the professional teams, families and legal guardians and society at large. The current report aims to continue with this accountable approach.

The **awareness-raising activities** implemented during the 2023-2024 season further consolidated this essential area of safeguarding work. These activities enable people at all levels within the FC Barcelona and the FC Barcelona Foundation, including children, to recognise risk situations or rights violations and seek help from the appropriate Child Safeguarding Representatives:

- As in the previous season, **sessions with children and young people** were conducted not only to provide them with valuable tools but also to identify (external) situations based on their feedback. More of these types of sessions are planned for the coming season.









- **Sessions organised for families and legal guardians** saw better attendance compared to the previous season but there is still room for improvement. One goal for the upcoming season is to hold these sessions at more convenient times and focus on topics that are relevant to them, with the aim of increasing attendance among parents with work and other commitments.
- **Activities to raise awareness among society in general** and other key activities conducted during the 2023-2024 season include:
 - The publication of the Child Safeguarding System tools in English and French, intended to serve as a reference and inspiration for other institutions working with children and young people, including the partners and counterparts of FC Barcelona and the FC Barcelona Foundation. These tools were used in specific training sessions and widely disseminated to advance Child Safeguarding efforts even before engaging with the entities.
 - The presentation of the Activity Report on the Safeguarding of Children and Young People for 2022-2023 as a means of publicly accounting for the work carried out by FC Barcelona and the FC Barcelona Foundation and promoting transparency within sports and social organisations. The current report aims to continue with this awareness-raising approach..
 - Positive steps were taken to enhance the visibility of Child Safeguarding at various forums, conferences and congresses, generating widespread interest in the topic both within the sports world and beyond. The goal is to maintain this level of visibility.
- In response to feedback from other sporting, educational and social organisations facing challenges in developing their own Child Safeguarding Systems, the decision has been made to publish the Action Protocol as a template that can be adapted by other institutions, both those affiliated with FC Barcelona and the FC Barcelona Foundation and any other interested entities.
- To support the awareness activities organised for the children and young people, families and legal guardians, and society in general, plans have been made to increase the visibility of the Safeguarding Delegates during the 2024-2025 season. This will be achieved through signage or other media located within the Club's facilities or at venues where activities with children and young people are held. This will ensure individuals can easily identify the appropriate person to approach with questions or specific situations to report. It will also serve to highlight the existence of the Child Safeguarding System, particularly among professionals and other adults.
- To further facilitate the understanding of the FC Barcelona and FC Barcelona Foundation Child Safeguarding System, brief documents (in leaflet format or similar) are planned for the 2024-2025 season to highlight the key elements of the system and provide contact details for safeguarding representatives.






The profile of **actions** and their outcomes mirror those of the previous season:

- The number of reported vulnerability situation (Action 1) increased, as did consultations on these issues, particularly concerning mental health. Plans for the 2024-2025 season include the further development of support tools to quickly and sensitively identify and refer mental health situations to the appropriate services.
- All the cases of abuse identified were related to peer conflict or external perpetrators and all were addressed appropriately. Most of the cases were resolved during the 2023-2024 season, with follow-up on pending cases confirmed for the 2024-2025 season. The same level of care and follow-up will be maintained for the coming season.
- The Action Protocol was not activated for any situations involving professionals; however, consultations were addressed and training activities and coordination meetings were held to further integrate good practices, particularly with regard to the Code of Conduct. Recognising that circumstances differ across various spaces and teams, these types of sessions are planned to continue next season to maintain consistent practices.





Finally, having completed two seasons since the implementation of the Child Safeguarding System, the need to adapt to new realities has been recognised. With the approval of Law 2/2023, of 20 February, on the protection of persons reporting regulatory and anti-corruption infringements (known as the Whistleblower's Law) and its ongoing development, modifications to the Action Protocol are planned for the coming season to align with these new requirements.

ANNEX 1: AWARENESS-RAISING ACTIVITIES FOR SOCIETY IN GENERAL

Date	Event	Link	Awareness Content
October 2023	RED (Research Network on Bullying in Sport) Conference		Thanks to the Research Network on Bullying in Sport and the University of Seville for continuing their work to stand against bullying. @unisevilla #SportAgainstBullying #ChildhoodWithoutViolence
October 2023	Vall Hebron-FFCB Conference on Child Sexual Abuse in Sports and Leisure Activities		Conference on Child Sexual Abuse in the Sports and Leisure Sector. On October 5th, we held a conference with @vallhebronicampus for professionals from the sports, education, and leisure sectors at the Spotify Camp Nou's Auditori 1899. The goal was to provide tools for prevention, early detection and intervention to promote safe and protective environments for children and adolescents.
October 2023	Vall Hebron-FFCB Conference on Child Sexual Abuse in Sports and Leisure Activities		Conference on Child Sexual Abuse The event brought together professionals from various fields of sports, education, and leisure to raise awareness about the different forms of sexual abuse to which minors are exposed. Child safeguarding is crucial and events like this, in partnership with @vallhebronicampus, are a great platform to address this serious social issue.
November 2023	International Day Against Violence and Bullying at School, including Cyberbullying (2 Nov)		Today is a day to remind ourselves about the importance of promoting safe and protective educational environments to safeguard children from abuse, such as peer bullying and cyberbullying. Let's foster respect and empathy, both in real life and in digital spaces. #ChildhoodWithoutViolence #SchoolWithoutBullying
December 2023	Annual meeting of the COE Pool of International Experts on Safe Sport		We are participating as members in the annual meeting of International Experts on Child Protection in Sport at @coe.com to continue working to create safe environments for children and young people in European sports clubs. #SportWithoutViolence #FCBarcelonaChildsafeguarding
December 2023	CSS Activity Report Presentation		Dimecres 20 de desembre presentem la Memòria de Protecció de la Infància del FC Barcelona 22/23 a les 13h. On December 20, we present the FC Barcelona Child Safeguarding Report 22/23 at 1:00 p.m. El miércoles 20 de diciembre presentamos la Memoria de Protección de la Infancia del FC Barcelona 22/23 a las 13h.

Date	Event	Link	Awareness Content
December 2023	CSS Activity Report Presentation		The President, @jlportaoficial, and our team have presented the first Activity Report on the @fcbarcelona and @fundaciofcb Child Safeguarding System to promote the transparency and accountability of our pioneering Child Safeguarding System at European level. The system enables us to prevent and act against any form of violence and protects all children and young people participating in the activities run by the Club and its Foundation.
January 2024	Day of Non-Violence and Peace in Schools		30 January, Day of Non- Violence and Peace in Schools
February 2024	International Safer Internet Day		Today, 5 February, is Safer Internet Day. A special day to remind us of the importance of ensuring safe spaces for children and young people on social media and in the virtual world, as well as providing digital education to identify and prevent any form of violence against children.
February 2024	Mossos d'Esquadra Police Seminar		Thanks to @mossos for this initiative and the opportunity to share the @FCBarcelona_cat Child Safeguarding System (CSS) with other clubs in Catalonia. All information on the CSS is available via the following link: https://fundacio.fcbarcelona.cat/sistema-de-pro
April 2024	International Anti-Bullying Day/Week		This week is International Day Against Bullying, a form of abuse endured and faced by children and young people every day. We work with over 400 schools across Catalonia through our Anti-Bullying Program. Register your school on the Foundation's website.



Date	Event	Link	Awareness Content
April 2024	International Anti- Bullying Day/Week		Bullying is one of the many forms of violence against children. At the Foundation, we are committed to preventing, detecting and acting against any form of violence to which children are exposed.
Maig 2024	Dia/Setmana Internacional contra el <i>Bullying</i>		At the Foundation, we are committed to preventing, detecting and acting against any form of violence to which children are exposed.
Maig 2024	Dia/Setmana Internacional contra el <i>Bullying</i>		Dia Internacional Contra el <i>Bullying</i> Avui recordem que molts infants i joves pateixen <i>bullying</i> a l'escola, a l'esport, al lleure... Entrenem la nostra mirada per poder protegir la infància de la violència i les seves seqüeles.
Maig 2024	Dia/Setmana Internacional contra el <i>Bullying</i>		DIA INTERNACIONAL CONTRA EL <i>BULLYING</i> 1 de cada 4 infants de primària pateix <i>bullying</i> 25% no és una xifra, són milers de noms d'infants patint assetjament escolar Prevenim i actuem! Podeu inscriure la vostra escola al nostre programa contra el <i>bullying</i> a la web de la biografia. #EscolaSenseBullying #EsportSenseBullying #InfanciaSenseViolencias

ANNEX 2: PARTICIPATION IN FORUMS AND CONFERENCES

PARTICIPATION IN FORUMS AND CONFERENCES 2023-2024				
Name of forum / conference	Organiser	Organiser	No. of Attendees	Date
Conferences on Bullying in Sport and Physical Education	RED (Research Network on Bullying in Sport)	Seville	200	26/9/23
Conference on the Safeguarding System in Sport	Argentinian Rugby Union (UAR)	Argentina (online)	7	28/9/23
Conference on the Safeguarding System in Sport	UFEC (Union of Catalonia sports federations)	Barcelona	15	23/11/23
Conference on "safeguarding delegates in leisure activity organisations"	FAPMI-EPAT (Federation of Associations for the prevention of child abuse)	Madrid	105	15/2/24
Awareness Conference by Community Relations office of the Catalan autonomous police force. Emotional wellbeing and sport	Catalan autonomous police force	Sabadell	200	27/2/24
Consent Conference. The challenge of emotional- sexual education	Consent	Barcelona	190	21/3/24
"The game" Conference	Baix Emporda Sports Council	Girona	25	26/3/24
Pla de l'Estany Sports Council Conference	Pla de l'Estany Sports Council	Banyoles (en línia)	15	9/4/24
Training Conferences on the Child Safeguarding System	Adima (Andalusian Association for child protection and abuse prevention)	Andalusia (online)	63	30/5/24
Conference on the LOPIVI (Organic Law for the Complete Protection of Children and Adolescents)	Martorelles Town Council	Martorelles	90	11/6/24
TOTAL			910	



FC BARCELONA

DECEMBER 2024

